

United States Government

Department of Energy

memorandum

Richland Operations Office

DATE: JAN 23 2009

REPLY TO
ATTN OF: AMSE:JEP/09-AMSE-0011

SUBJECT: RICHLAND OPERATIONS OFFICE (RL) ANNUAL WORKFORCE ANALYSIS AND STAFFING PLAN REPORT

TO: Karen Boardman, Chairperson,
Federal Technical Capability Panel

The purpose of this letter is to respond to your November 17, 2008, letter requesting RL's Annual Workforce Analysis and Staffing Plan report. In accordance with the direction in the above reference, RL performed a workforce analysis and developed the attached RL CY 2008 Workforce Analysis and Staffing Plan report. This memorandum transmits this report for FTCP review and incorporation into the FTCP Annual Report to the Secretary. If you have any questions, please contact me, or your staff may contact Rob G. Hastings, the Richland Federal Technical Capability Agent, (509) 376-9824.


David A. Brockman
Manager

Attachment

cc w/attach:
M. S. Bird, HRM
R. J. Corey, AMSE
R. G. Hastings, AMSE
C. L. Pierce, HRM
D. S. Shoop, DEP MGR

Section One: Current Mission(s) of the Organization and Potential Changes

- Removal of sludge and water from K basins. (PBS 12)
- Deactivation activities at Plutonium Finishing Plant. (PBS 11)
- Fast Flux Test Facility decommissioning. (PBS 42)
- Processing Low Level and TRU waste. (PBS 13)
- River Corridor D&D, excavation and waste disposal activities. (PBS 41)
- Ground water monitoring and well decommissioning. (PBS 30)
- Central Plateau remediation. (PBS 40)

SITE CHARACTERISTICS TABLE

HC1	0	HC2	22	HC3	7
-----	---	-----	----	-----	---

Number of Radiological Facilities²: 30

Number of High or Moderate Hazard Non-Nuclear Facilities: 0

Number of Low Hazard Non-Nuclear Facilities: 0

Number of Documented Safety Analyses: 23

Number of Safety Systems³: 40

**Number of Site Contractor FTEs: FHI – 1700, WCH – 1596, PRC – 1895
Total: 5191 (Does not include second tier or below)**

Number of Federal Office FTEs: 269

TECHNICAL CAPABILITY	For All Facilities ¹		Comments
	Number of FTEs Needed ¹	Number of FTEs Onboard ¹	
Senior Technical Safety Managers	5.8	5.8	New OOD division director in 2008
Safety System Oversight Personnel ²	1.9	1.9	Electrical-0.2, Criticality-0.2, HVAC-1, Fire-0.3, I&C-0.1, Mechanical-0.1
Facility Representatives ³	19	18	Two new FRs in 2008 New FR expected 2/09
Other Technical Capabilities:			
Aviation Safety Manager	0.1	0.1	
Aviation Safety Officer	0.1	0.1	
Chemical Processing			
Civil/Structural Engineering			
Construction Mgmt			
Criticality Safety	0.7	0.7	Performed by SSO individual. Also supports ORP.
Deactivation and Decommissioning			
Electrical Systems	0.4	0.4	Performed by SSO individual.
Emergency Management	1	1	Additional support from 1 NNSA FTE. Also supports ORP.
Environmental Compliance	8	8	
Environmental Restoration			
Facility Maintenance Mgmt	0.1	0.1	
Fire Protection Engineering	0.7	0.7	Performed by SSO individual.
Industrial Hygiene	2	2	
Instrumentation and Control			
Mechanical Systems			
Nuclear Explosive Safety			
Nuclear Safety Specialist	5	4	New hire expected 1/09
Occupational Safety	1	2	New hire 12/08 – succession planning
Quality Assurance	3	3	Position filled internally in 2008
Radiation Protection	4	4	New hire 6/08
Safeguards and Security	13	13	New hire 12/08
Safety Software Quality Assurance	0.3	0.3	Performed by electrical SSO individual.
Technical Program Manager			
Technical Training			
Transportation & Traffic Mgmt	1	1	
Waste Management			

Section Three: Current shortages and plans for filling them

High Priority (Defense Nuclear Facility related)

1 Nuclear Safety – Individual has been hired and will report 1/09

1 Facility Representative – Individual has been hired and will report 2/09

Section Four: Projected shortage/surplus over next five years

There will be continued emphases on Facility Representative, Safety System oversight, and Subject Matter Expert staff activities in the immediate future and over the next several years. As the Hanford site is entering into a period of increased D&D work and contract re-alignment, experience indicates that there will be increases in the areas mentioned above.

However, RL projects no anticipated shortages other than those noted in section three that cannot be filled by local service contracts or internal personnel reassignments. In addition, RL also can utilize, as necessary, available personnel from other DOE offices that may be downsizing or have changing missions. Shortfalls may occur due to unexpected loss of staffing.

Section Five: General comments or recommendations related to the Technical Staffing

RL has no new recommendations to the FTCP.